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Rhode Island Library Association Bulletin



NOVEMBER 1980

CAREER COUNSELLING

RHODE ISLAND LIBRARY ASSOCIATION

150 EMPIRE STREET

PROVIDENCE, RHODE ISLAND 02903

November 1980 Vol. 53 No. 3

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EDITORIAL NOTICE:

The Bulletin appears monthly except in August. News and articles should be submitted to the editor by the 10th day of each month for publication by the end of that month.

The Bulletin is a publication for public, school, academic and special libraries of Rhode Island. Published by the Rhode Island Library Association, the Bulletin welcomes news and discussion of interest to RILA members. Articles contained herein, however, do not necessarily reflect the ideas of the RILA membership, or the Bulletin staff or advertisers. All articles about library and media matters will be considered. All should be signed and should not exceed ten double spaced typed pages unless the editor is consulted.

The Bulletin subscription rates are \$7.00/year for agencies or individuals not holding membership in RILA. Advertising rates per issue are \$20 per $\frac{1}{4}$ page, \$35 per $\frac{1}{2}$ page, and \$50 per full page. Call the advertising manager for further information.

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EDITOR'S NOTEBOOK



This month's Bulletin deals with Adult Learners and the Public Library, and has been ably edited by Martha Schmidt, assistant editor of College and Research Libraries. In the "Second Editor's Notebook," (page 3) Ms. Schmidt will introduce the topic and the articles written by Cheryl Gregory-Pendell, Carol A. Desch, Wonja Brucker, and Phyllis Ochs.

The cover art is courtesy of Kristen Oberg, who is an art education student at Rhode Island College.

Finally, the Bulletin wishes to thank Peg Caldwell for her years of excellent service as the advertising manager, and welcomes Chris LaFauci to the post. Chris works in the Health Sciences Library at the State Health Department, and we are looking forward to our association with her.

Letters to the Editor



October 24, 1980

Dear Bulletin Editor:

I am writing in response to the proposed dues increase to be voted on at the Annual Business Meeting on November 18th. I would like to strongly urge the RILA membership to DEFEAT the revised dues structure for several reasons.

The range of fees is much too high. I do not believe the membership can sustain a top fee of more than \$15.00 without serious consequences. If such a dues structure were to be approved, the membership loss would probably be such as to never make up the proposed gains in dues.

I also find the subsidization of some categories of membership and not others unfair. It is noted at the top of the proposal that a Bulletin subscription costs \$7.00 yet every category listed under Non-Library Memberships is only \$5.00. All such categories should at least cover the cost of the Bulletin with the possible exception of the category for Library School Students. If the Association cannot afford to subsidize a Bulletin subscription for its own First Time Members, then I see little justification for subsidizing this cost for any others.

I am also concerned because the Executive Board has not provided any indication as to how expenses have been cut back, if at all, to meet the increased costs implied. One of the obvious places to cut back is, of course, the Bulletin. Although continually improving in quality, perhaps it is time for the Association to realize that it can no longer support a Bulletin published 11 times a year. Either it is time to consider publishing a quarterly Bulletin, perhaps with a monthly newsletter to supplement it, or else to insist that the Bulletin be self-supporting for at least 50% of the cost of producing it through the sale of advertisements or other means.

It is also time for the Executive Board to begin looking at other ways of raising funds so as to reduce the costs for individual members. In addition to the annual conference, RILA should be actively sponsoring workshops, informational meetings and other continuing education opportunities. This should be particularly the responsibility of the Continuing Education Committee as an on-going activity.

This is not to say that many of the activities that RILA participates in on behalf of its members are not important. However, I believe it is time to be more realistic concerning just how much a small organization with a small membership base can do on a volunteer basis with no paid staff. Perhaps it is time to learn that the Rhode Island Library Association can no longer afford to do everything for everyone without tightening its own belt first. Therefore I strongly urge the membership to DEFEAT the revised dues structure at the annual business meeting.

Sincerely,
Louise Sherby
Rhode Island College





ADULT LEARNERS AND THE PUBLIC LIBRARY
by Martha M. Schmidt*
"Second Editor's Notebook"

More and more adults are making learning a lifelong experience. Some look to it as a way to improving the quality of their lives. Some want to learn a specific skill in order to accomplish practical objectives. Many seek to prepare themselves for a better job or a new career. Still others seek to fill leisure hours productively.

Self-directed learning (or self-education) is much more extensive throughout our society today than most people, even professionals in the education and library fields, realize. Four out of every five adult Americans spend long hours studying at home, at work, and in settings like libraries and museums, according to a national survey.¹

Public libraries have long been considered a resource for the self-directed learner. Indeed, in 1938 Alvin Johnson called on public libraries to become the "people's university."² But during the three decades that followed Johnson's call to action, the self-directed learner was virtually ignored as the country turned its attention and resources to colleges and diplomas. Interest in adult's learning revived in the sixties, however, when the first national survey of adult's educational pursuits was conducted. Volunteers for Learning,³ published in 1965, revealed that millions of adults in the United States - one person in every five - had engaged in at least one self-instruction project during the preceding year.

The Educational Testing Service turned its attention to adult learners in 1972 when it sponsored a survey of 3,900 adults that showed that three out of four adults were interested in developing, or were already pursuing, a learning project.⁴ In 1977 Dr. Patrick

*Martha M. Schmidt is assistant editor, College and Research Libraries. Ms. Schmidt is past Chair of the Adult Independent Learner/Job Information Services Committee, New York Library Association and the Job and Career Information Services Committee, American Library Association.

Penland, University of Pittsburgh, conducted a nationwide survey of adult learning in America. Dr. Penland found that 80 percent, or four out of five, of all those over 18 years of age perceived themselves as learners, whether in formal educational programs or self-initiated learning projects.⁵

Just how much adults learn on their own was documented in 1971 by Allen Tough, a Canadian researcher. Professor Tough discovered that the average adult was involved in seven major learning projects each year.⁶

The question for librarians was "How did these millions of self-directed adult learners view libraries?" Unfortunately, both Tough and Penland discovered that the majority of adult self-directed learners did not view the library as a significant source of help in their learning projects. Penland found that nearly 60 percent of American adults had never used the library when pursuing a self-initiated learning project.

In 1973 the College Entrance Examination Board (CEEB) launched an innovative program: the Adult Independent Learner Project. The goal of the project was to involve public libraries in the provision of in-depth, continuing support services to adult learners.⁷ Nine libraries were selected to be participants in the Adult Independent Learner Project. The nine were: Atlanta, Denver, Baltimore (Enoch Pratt), Miami, Portland (Maine), Salt Lake City, St. Louis, Tulsa, and Woodbridge (NJ). One statewide library system, New York, also participated in the project.

Each participating library conducted training workshops for their librarians in four major subject areas*: 1) understanding the adult learner; 2) decision-making and educational planning; 3) interviewing techniques; and 4) guiding the learner in the use of study materials.

In the fall of 1975 libraries in New York State began to offer Learner's Advisory services to the public. Hundreds of New York citizens have benefited from a range of learner's advisory projects as a consequence: educational advisement and referral; job information and counseling; learning networks; and educational brokering services. Today, five years later, the Adult Independent Learner Program exists in some form in all of New York's twenty-two public library systems.

*New York State elected to train teams from each of its twenty-two public library systems who in turn trained members in their respective library systems.

The provision and sophistication of learner's advisory services offered varies throughout the State. In addition to educational advisement and Job Information Centers, which can be found throughout the State, some systems developed learning exchanges, or people-to-people indexes, and one system is piloting a library-based brokering service.

The articles in this issue describe the two most popular components of the Adult Independent Learner Program in New York State: the Learner's Advisory service, and the Job Information Center. The third article describes a people-to-people index.

There is not at this time a formal evaluation of the success of New York's Adult Independent Learner Program. The consensus of librarians who participated in a conference on this topic in September 1979* was that the AIL Program is a worthwhile service and represents a valid direction for public libraries. There was a great deal of concern expressed, however, about future funding for these services. In fact, Ms. Gregory-Pendell notes in her article that funding for her program has been reduced by more than 50 percent this year. A positive note is that six pilot Education Information Centers (EICs) have been established in public library sites in New York. The selection of public libraries as the sites for EICs is due in large measure to the perceived success of the AIL program.

More than forty years have passed since Alvin Johnson issued his challenge to public libraries. Should we now accept that challenge and strive to become the "people's university?"

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*"Public Library Services for Adult Learners in New York State - How Far Have We Gone? Where are We Going?" September 26-27, 1979, Monticello, NY.

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ADULT INDEPENDENT STUDY AND THE PUBLIC LIBRARY
by Cheryl Gregory-Pendell*

There is a sign in the Albany Public Library (Albany, NY) designating the Adult Independent Study which prompts many inquiries, "What's in here? What do you do in here?" Upon entering you may find an undiscovered poet typing her submissions in one carrel, another person viewing a filmstrip/cassette program on job hunting in a second carrel, a Literacy Volunteer tutor working with his student at a table, and a Learner's Advisor explaining the various options for non-classroom degrees off in a corner behind a bulletin board covered with notices of adult learning programs.

This activity center is the product of a six year Adult Independent Learner Project in New York State. Following recent studies at the Ontario Institute for Studies in Education Alan Tough in The Adults Learning Projects (Ontario Institute for Studies in Education, 1971) states, "Almost everyone undertakes at least one or two major learning efforts a year, and some individuals undertake as many as 15 or 20. The median is eight learning projects a year, involving eight distinct areas of knowledge and skill." Although the library is a natural resource for this sort of learning, such experts as Ron Gross, author of The Lifelong Learner (Simon and Schuster, 1977) point out that librarians are, in fact, one of the last resources people think of turning to for direction in their learning projects. Albany Public Library is working to change this perception with our visible room dedicated to adult independent

*Cheryl Gregory-Pendell is the Adult Learner's Advisor, Albany Public Library, NY.

learners (AIL).

The Albany Public Library AIL program is funded by Federal LSCA funds distributed by the New York State Division of Library Development through the Upper Hudson Library Federation.

Orientation and pre-planning meetings introducing the concept of the AIL project were held in the summer and fall of 1974. The three largest libraries (128,019-85,000 titles) in the federated system elected to establish counseling services and learning materials centers; the smaller libraries (23,000-6,589 titles) chose to establish files on area adult education opportunities, classes, and training courses for referral purposes. Discussions were held on who adult independent learners are, what they want, how libraries are presently serving them, and how those services could be improved. The consensus of the participants was that our greatest problem as librarians is that adult independent learners seldom identify themselves as such. The first librarian at Albany Public to be designated as Learner's Advisor attended State-sponsored training sessions to become a trained Regents External Degree advisor, and began purchasing materials from the bibliographies the Regents External Degree program distributed to exam candidates. Albany Public Library also obtained a full set of descriptive learning modules on a variety of topics from Empire State College, New York State's returning adult program-for-learning with mentor guidance rather than classroom basis.

Audio-visual equipment and learning kits were ordered for adults to use on a walk-in basis. Initial emphasis was placed on appropriateness in support of high school and college level learning programs for adults.

As our program grew we found many adult learners are motivated by career development. An auxiliary of our Adult Independent Study is a Job Information Center, visably located on the first floor, which currently serves over 600 people each month. Recognizing the needs of these patrons we purchased filmstrip/cassette learning kits and videotapes on establishing career goals and how to implement them. Specific skills such as resume preparation, how to write letters of application and prepare for employment interviews are covered.

As the program developed and our patrons began asking for help with their learning projects we realized many adult learners are seriously pursuing non-academic topics of personal interest. We added to our collegiate independent study bibliographies a set of bibliographies published by Modern Maturity magazine on such topics as music, drawing, and astronomy. Filmstrip/cassette kits were purchased on hobby interests like sewing, using power tools, and gourmet cooking. One of our most popular learning kits has been a pregnancy series by Guidance Associates which expectant mothers and fathers, and even mothers and grandmothers, have viewed

together, which they say helps them discuss what they are experiencing.

Probably the most popular service of the Adult Independent Study room has been the human element provided by our part-time counselor and Adult Learners Advisor, both of whom are available for appointments to help patrons explore and clarify their learning options. Our counselor works out of the Adult Independent Study five hours each week and is always booked a month in advance for this popular service.

Our counseling area is partitioned off from the rest of the room with room dividers covered with announcements of special classes for adults. There is also a small bookshelf with collections of local college catalogs, brochures of current courses being offered and the application procedures, and information on the variety of less structured degree programs like University Without Walls, Goddard College, Empire State College, and Regents External Degree.

The Albany Chapter of Literacy Volunteers was fortunate to have a Vista volunteer employee to promote its program and to coordinate its training sessions and tutors. This employee worked out of the Albany Public Library and cooperated closely with the Adult Learners Advisor to develop a Basic Education collection for adults reading below a sixth grade reading level. This project received a big boost when the Upper Hudson Library Federation sponsored a HiLow Reading Fair. Fifteen publishers of basic education materials came and exhibited their wares. Many of the publishers donated their samples to our Adult Independent Study giving us an excellent selection to begin our collection. There have also been many requests for English as a second language materials so we have both workbooks and cassette sets in this area. Basic math skills is another area where patrons need special materials, these are provided in both print and audio-visual form in the Adult Independent Study.

The library's most difficult problem with this program was the introduction of audio-visual materials into a system which was set up for processing books. New techniques were needed for cataloging, security, and storage of these materials. Each AV set has a different format, so great flexibility was needed. The decision was made to interfile AV cards in our card catalog with a collection designation for BE (Basic Education), or FSS (filmstrip sound), Dewey number, and an Adult Study stamp. This alerts patrons to the fact that the Adult Independent Study has these materials on the second floor of the building.

We recently received notification that funding for this project will be cut by more than half for next year. Our challenge will be to continue to provide the same quality program using less staff. We will also have to be more selective in what we purchase. Hopefully, now that our services have tapped our patron's needs, our library administration will provide the support to continue this valuable program.



JOB INFORMATION CENTERS: SURVIVAL INFORMATION
IN THE PUBLIC LIBRARY
by Carol A. Desch*

The traditional public library met the needs of its patrons by circulating books, conducting story hours, and providing readers' advisory and reference services. Today, public libraries circulate art work and garden tools, provide disco dancing and college courses, and (in New York State) help their users find jobs or change careers through library-based Job Information Centers.

The public library has always had many resources to offer the job hunter, but they are usually scattered throughout the library collection and are often difficult to locate without assistance. Job Information Centers help job hunters with the task of finding and utilizing library resources by bringing them together in one central location within the library. A Job Information Center acts as a clearinghouse for information about job opportunities and the job-search process. It is not a placement agency.

The first library-based Job Information Center was established in 1972 by the Yonkers Public Library (NY) with funds from the US Department of Labor, Office of Manpower Training. During its first fifteen months of operation the Yonkers Job Information Center served 10,619 people. There are now more than 65 Job Information Centers located in libraries of all sizes throughout New York State. Many of these Job Centers were established as a result of New York's Adult Independent Learner Program. Other centers are simply the result of individual library efforts to meet the changing information needs of their patrons.

Job Information Centers are developed around a core of basic materials: Information employment opportunities, Civil Service test announcements, and printed and audio-visual materials on careers and the job search process.

Information on local employment opportunities is available on the Job Bank fiche, supplied daily by the New York State Employment Service. An essential element of the Job Information Centers' success in New York has been the close cooperation between the public libraries and the New York State Employment Service. The availability

*Carol A. Desch is Head, Reference and Information Services, Bethlehem Public Library, Delmar, NY.

of the Job Bank listings on microfiche has served as a focal point around which many centers have grown. Job hunters check the Job Bank listings daily in their local library and can, therefore, avoid a sometimes frustrating and unfruitful trip to the employment service office.

To increase the information on current employment possibilities Job Centers receive local, state and federal civil service test announcements. These lists are posted in the Job Center along with the daily classified listings from local papers. Depending upon the size of the library's newspaper collection, a Job Center can make available the Sunday employment sections from nationwide newspapers like the New York Times, the Boston Globe, or the Tuesday edition of the Wall Street Journal. Subscribing to special employment and periodicals such as Affirmative Action Register, the National Business and Employment Weekly, or Social Service Jobs is also useful.

The library's reference collection can also yield valuable job hunting aids. Business reference materials like Standard and Poor's, Moody's, Dun and Bradstreet's Million Dollar Directory and state industrial directories can offer useful information to job hunters about future employers. Telephone books, directories of local social service agencies and Chamber of Commerce listings are good sources of information. A brochure describing the library's reference materials useful to the job hunter is a valuable publication. The resources of the library can be put at the fingertips of the job hunter through the brochures, bibliographies and pathfinders created by librarians.

Job Information Centers contain a variety of information on careers and the job-search process. A pamphlet file of career information literature is inexpensive and easy to assemble. Chronicle Guidance Company, the Institute for Research and other publishers of vocational information, offer a variety of occupational brief packages on a subscription basis. Current Career and Occupational Literature by Leonard Goodman (Wilson, 1978) is an excellent guide for career pamphlet selection. The federal government also publishes information career materials which can be obtained free or at minimal cost.

The world of career and job hunting literature is vast. Publishers are pouring out material on this topic. Two basic and good guides for librarians interested in creating a Job Information Center are: Hirnersen, Deborah G. "Career Opportunities Through Lifelong Learning: A Selective Guide to Materials" in Fine, Sara, ed. Developing Career and Information Centers: A Guide to Collection Building and Counseling. NY: Neal-Schuman, 1980, and Schmidt, Martha and Desch, Carol. "Job Information Centers in the Public Library," Collection Building: Studies in the Development and

Effective Use of Library Resources. Vol. 2, No.1, 1980, p. 29-55.

Job Information Centers offer a variety of services to their users. In addition to basic information services, resume critiquing is often the first, and usually the most popular, service initiated by Job Center librarians. Resume critiquing can be done by professionals or by librarians who have read some of the basic resume writing manuals and/or attended resume writing workshops.

Career and educational counseling is another valuable service offered by Job Information Centers. In some Job Centers professional counselors have been hired with Adult Independent Learner Program funds. Other libraries have obtained the services of counseling interns who provide free counseling in return for the experience.

Many Job Information Centers are staffed by a Learner's Advisor Librarian - a librarian who has received training in adult decision-making and career/educational advisement. At the Bethlehem Public Library in Delmar, NY (100,000 vols., pop. 30,000) the demand for career/education-related service is so great that a part-time counselor and the Learner's Advisor both conduct career workshops and do individual counseling and resume critiquing. Incidentally, Bethlehem's Job Center began in 1975 as one carrell and a bulletin board located adjacent to the reference desk. It developed as a result of community use and it is now located in newly renovated quarters with a seating capacity for 12 people.

Job Information Centers exist in all kinds of public libraries in New York State. From the Plattsburgh Public Library, which serves a scattered rural population, to the large urban libraries like New York Public and Brooklyn Public, public libraries and librarians have developed an important model for providing survival information to their patrons. A center can begin small and evolve naturally in response to community demand. It will not only be the job hunter who finds employment with the help of his local library, but also the rest of the library's community, who will see the important role that information and the public library can play in their lives.



THE PEOPLE-TO-PEOPLE INDEX:
A HUMAN RESOURCE FILE
by Wonja Brucker,
Phyllis Ochs*

The People-to-People Index grew out of the federally funded Adult Independent Learner (AIL) program located at the Schenectady County Public Library and sponsored by the Mohawk Valley Library Association, Schenectady, New York. The AIL program was designed to assist adults who were studying either on their own or within some type of external degree program. Librarians working on the program soon became aware that people who needed to learn something could not always arrange their own schedules to meet the schedules set by schools and colleges. They needed a way to learn that fit their own schedule and price range as well.

Once aware of this need, research showed that other organizations such as the Chautauqua-Cattaraugus Library System, Jamestown, New York and The Learning Exchange, Evanston, Illinois had come up with a creative solution - the Learning Exchange. Information from these organizations helped in planning and creating Schenectady's People-to-People Index.

The basic concept of the Learning Exchange or People-to-People Index is an exchange of ideas between people, which is the oldest learning method on earth. We all have frequently exchanged our ideas/knowledge or skills with our neighbors, friends, and family, but we often don't recognize this "informal" learning as education. People sometimes believe that skills and knowledge are valuable and reliable only if they are learned through formal schooling. The idea of creating a systematic way to connect people who have skills and knowledge is new, but the actual concept is quite traditional. The People-to-People Index at the Schenectady County Public Library is an open educational "network" which creates a link between people who want to share their skills and knowledge about a subject with other people who want to learn. Let's take an example. Peter has recently bought a mini programmable calculator and is confused by the operating instructions included. He would also like to use it in ways not covered by the operating instructions included. By using the People-to-People Index he may be able to locate someone who can teach him in person. In return, Peter, who carves wooden sculptures, may, if the person is interested, instruct the person in his carving technique.

*Wonja Brucker, is the Librarian, Duane Branch and Phyllis Ochs is Coordinator, Educational and Job Information Center, Schenectady County Public Library, Schenectady, NY.

Based on the ideas of free sharing and self directed learning the Index creates a new style of educational relationship between a person and his social environment. Learning can take place at one's own pace and at times and places one chooses - one's own home, someone else's home or another mutually agreeable meeting place. The Index provides access to people, who serve as human resources able to assist independent learners in ways best suited to their needs.

DEVELOPMENT

In July 1976 library staff met with the local Chamber of Commerce which was also interested in the idea of an educational/ learning exchange. Plans to set up the People-to-People Index were developed. Fifteen hundred copies of a registration form were printed and campaign to publicize the project through local newspapers, TV, etc. was developed. The Library mailed form letters and fliers explaining the concept of the Index to 400 different groups and organizations. Fliers were distributed within the library and posters were placed in local businesses, social service organizations, banks, museums, colleges, etc. Several local newspapers ran feature stories on the Index and some TV stations broadcast news articles about the Index. As a result of this extended publicity, a growing number of people had agreed to list their names in the index by the end of the year. There are currently 150 individuals listed.

HOW IT WORKS

Anyone wishing to be included in the Index lists their name, address, telephone number, best time to be contacted, skill or knowledge area, level of skill or knowledge, and other pertinent information on a registration form. These forms are reviewed by the People-to-People Index librarian who may also interview the applicant in person or by phone. Applicants at all levels of knowledge from basic to advanced are eligible to be listed. Once an applicant is accepted, two cards, listing the information on the registration form (minus address) are placed in the Index. One is filed by subject, the other by the person's name. Addresses are not listed to ensure that users of the Index will make their initial contact with a resource person by phone. Once contacted, the resource person, in conjunction with the learner, decides what arrangements best suit his needs. A phone call might be all that is required or regular meetings might be set up. One user of the Index arranged for tutoring to help her pass a College Proficiency examination.

The People-to-People Index is kept in a two-drawer card catalog located at the Schenectady County Public Library Educational and Job Information Center. It is available for use, on a self-service basis, by coming to the library, or by calling the library. Over 250 subjects

ranging from hot air ballooning to Russian languages are listed. When someone is looking for a resource person in a subject not currently listed in the Index, the librarian keeps the requester's name and telephone number in hopes of a future match.

SPECIAL CONSIDERATIONS AND PROBLEMS

Before the index was started, library staff checked on questions of age and liability. As a result, it was decided to list only people over age 18. It was also determined that, since the purpose of the Index was to put people in touch with each other, the Library could not be held liable for incorrect information supplied by the resource people listed in the Index. Users must exercise the same caution and consumer skills they would in using any other source of information. The Library lists the following precaution for users of the index: "The People-to-People Index is an information service offered to the patrons of the Schenectady County Public Library. The Library cannot and does not certify the credentials or talents of the people listed in the Index, and therefore assumes no liability for the information imparted by those listed or for any consequences resulting thereof."

The question of fees for the service provided by resource people is left up to the individuals involved. Resource people are free to charge a fee if they wish.

In a survey done by the library, however, it was found that over 90% of those listed preferred the reward of providing a community service to that of a fee.

The largest problem with the Index is finding staff time to keep the file up-to-date and to publicize this unusual service. Publicity is necessary to ensure that the Index is used and that new resource people are recruited to replace those that move away.

CONCLUSION

Community response to the idea of the People-to-People Index has been very positive. Library staff have used it to locate people to help answer unusual reference questions, as well as to find speakers for library programs. The original Index has been expanded to include a Career Resource file of people willing to talk to others about types of jobs and professions. Other library systems in New York, such as Nassau on Long Island and Westchester, have adopted variations of this model.

The main attraction of the Index is that it allows individuals wishing to learn more about a subject or a skill to do so in a flexible, informal, low-or-no-cost way. As such, it serves as a valuable complement to the traditional classroom learning offered by schools and colleges and taps the resources of the local community.

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"People-to-People Indexes" Chautauqua Cattaraugus Library System Newsletter. July 1976, pp 1-8.

The People to People Index

PLEASE PRINT

Registration Form

Name _____ Phone _____

Address _____
Street City State Zip

I am willing to share or exchange my skill(s) or interest(s) in (list subjects)

The depth of my knowledge is (please check) _____ elementary; _____ intermediate;
_____ advanced. Other comments: _____

The best time to call me is: _____ anytime; specific times: _____

Please call Mrs. Brucker at the Schenectady County Public Library (382-3500) if you have any questions or comments.

The People to People Index

What Is It?

- It is a listing of people in our community who are willing to share and/or exchange a skill, ability or knowledge with others.
- It is a means of bringing together people who want to teach and people who want to learn.
- It is a service designed to supplement already existing forms of education.
- It is a new alternative way of learning that people may now choose.

Why?

- To link together people looking for knowledge to people willing to share/exchange their knowledge.
- To make use of people as an available, but untapped educational resource.
- To allow you to pursue an academic subject, hobby, sport, vocational skill, art or craft in a non-institutional setting.
- To make available the guidance of a knowledgeable person as a supplement to reading a book or taking a course.

How Does It Work?

- To use the Index as a learning tool, visit the Central Library or call Mrs. Brucker (382-3500). Information is available at the Reference Desk.
 - If you would like to share or exchange your knowledge, list your name in the Index. You do not need to be an expert in your field to be listed, simply complete the attached form (post-card) and return it to the Central Library.
 - Once the person to person link has been established, it is up to the individuals concerned to make the necessary arrangements. For additional information, call Mrs. Brucker (382-3500).
- The "People to People Index" has been developed through the joint efforts of the Schenectady County Public Library and the Schenectady County Chamber of Commerce.



RILA SRRT HOTLINE

The RILA Bulletin editors ask local library employers in Rhode Island, Massachusetts and Connecticut to send us news of upcoming openings at any level in their libraries. There is no advertising fee. Write or call Elizabeth Rogers, Providence Public Library, Providence RI 02903. Telephone: 401-521-7722.

Job-seekers desiring a copy of the most recent monthly Jobline may obtain one by sending a self-addressed, stamped envelope to the SRRT coordinator: Marcia Hershoff, Woonsocket Harris Public Library, Woonsocket, RI 02895. In order for a job notice to appear in the Bulletin, it must be received before the 15th of the preceding month.

LIBRARIAN: Temple Beth El, for a collection of 25,000 vols of Judaica. Position available immediately. Qualifications: MLS from an accredited library school. Salary: \$10,000. Contact: Dr. Albert Salzberg at 751-3317.

LIBRARY POSITION: 20 Hours per week - flexible schedule. Salary: \$6.00 per hour. Contact: Mr. Gerald Suggs, Educational Director, Rhode Island Training School. Telephone: 464-2061.

LIBRARY ASSISTANT (part-time): Handles all phases of neuroscience library; performs some secretarial duties for scientific investigator. Qual: at least 3 years college level work, including courses in basic sciences; 1 year library work in university, research facility or similar setting. Competent typing skill. 20 hours/week. Sal.: \$5.59-6.53, depending on experience. Call Personnel Office, 855-2603 (Thurs. 7am-7pm), McLean Hospital, 115 Mill St., Belmont MA 02718.

LIBRARY DIRECTOR: for 240 bed regional medical center Health Sciences library. Qual: MLS (ALA-accred.) MLA certification, 3 years' professional experience in health science library, including management responsibility. Responsibilities include: budget management, staff supervision and planning/coordinating library activities. Familiarity with on-line data bases preferred. Salary commensurate with education and experience. Excellent fringe benefit package. Send resume and salary history to: G118, Boston Globe Office (Boston Globe 9/28).

LIBRARIAN: Massachusetts Correctional Institution, Concord. Salary: \$228-297/week. Send resume to: James P. Kelley, Personnel Department, MCI, Concord, MA 01742. Phone: 617-727-1950, ext. 223 (Bost. Globe 10/5).

McLaughlin Research Corporation is seeking a librarian to operate a technical Library. The individual selected should have an MLS from from an ALA-accredited Library School and be experienced in cataloging and the usage of online data systems. Salary commensurate with experience. Please contact: Robert Guarnier, Personnel Manager, McLaughlin Research Corporation, PO Box 132, Middletown, RI, or call at 401-849-4010.

FILM LIBRARY ADMINISTRATOR: Qual: ALA-accred. MLS, film library experience. Experience with video helpful. Salary: to \$15,800. Send resume to: Search Committee, Rhode Island Library Film Cooperative, 600 Sandy Lane, Warwick RI 02886 (NYT 10/12).

LIBRARY TRAINEE: Qual: Bachelor's degree and acceptance for entrance into a library school, or present enrollment in a library school. Salary: \$7,500 for 25 hours per week. Apply to: Ms. Nieves F. Farin, 12 Dodge, Northeastern University, 360 Huntington Ave., Boston MA 02115. Tel: 617-437-2747 (URI).

CERTIFIED SCHOOL LIBRARIAN: To supervise 2 small collections and instruct Special Needs children and adolescents in use of the library in residential treatment center. Located in southern Berkshires. Send resume to: Director of Education, Box 31, Southfield MA 01259 (Boston Globe 10/12).

HEALTH SCIENCE LIBRARIAN: for 240 bed general hospital. Responsibilities include administration and maintenance of hospital library, providing research and reference materials for physicians and hospital staff. Part-time, weekdays 8:00am- 2:30 pm. Qual: MLS or Bachelors degree with experience in hospital setting. Submit resume or letter of application, salary requirements in confidence to: Mrs. Lois R. White, Employment Representative, St. Joseph's Hospital, 220 Pawtucket St., Lowell MA 01854 (Boston Globe 9/28).

LIBRARY DIRECTOR: Qual: MLS, 3-5 years administrative experience. Salary: \$15,875. Send resume to Board of Library Trustees, 295 Central St., Saugus MA 01906 (Bost. Globe 9/28).

CHILDRENS LIBRARIAN: Qual: MLS, experience in children's library work. Responsible for story hours, collection development, staff supervision. Salary: \$10,255; excellent fringe benefits. Send resume and 3 references to: Oscar R. Guilbault, Director, Rockville Public Library, 52 Union St., Vernon CT 06066 (LJ 10/15).

HEAD REFERENCE LIBRARIAN: To direct reference service in humanities and social sciences, including bibliographic instruction, computerized literature searches, and reference collection development. Staff of 4 professionals, 3 support, and students. Will participate in planning for transfer to new university-wide centralized library scheduled for 1983 completion. Req: MLS advanced degree(s) in humanities, and minimum 5 years' humanities reference experience, including management/supervisory responsibilities. Total FTE university enrollment of 14,000. Salary: starting range \$18,000-25,000, depending upon experience. Send letter and resume to: Dianne Rogers, Associate Director of Personnel, Boston College, Chestnut Hill MA 02167 (AmLibs 10/80).

LIBRARIAN FOR REFERENCE AND COLLECTION DEVELOPMENT: Provides full range of reference services and assists with collection development in the analytic literature of economics and statistics and in public policy areas. Req: 2-3 years professional experience in an academic library, 2 years book selection experience in relevant subject areas and computer searching experience with bibliographic data bases. Salary: \$15,000-17,000, depending upon qualifications. Send resume only to: Marianne Stevenson, Harvard University, JFK School of Government, 79 Boylston St., Cambridge MA 02138 (Boston Globe 10/19).

ASSISTANT LAW LIBRARIAN, TECHNICAL SERVICES: Qual: MLS, at least 3 years technical service experience in academic of law library, preferably with LC classification system. Automated technical processing familiarity desired, as well as supervisory. Will direct technical services currently engaged in OCLC reclassification. Responsibility for supervising cataloger, 2 support staff and student assistants; control of federal depository collection; overseeing future acquisitions automation; and active participation in overall law library planning and policy development. Salary: \$16,300-20,000. Send resume and letter to: Dianne Rogers, Associate Director of Personnel, Boston College, Chestnut Hill MA 02167 (AL 10/80).

FREE LANCE INDEXERS AND ABSTRACTORS: Data Base publisher seeking people to index and abstract business publications. Work to be performed at Boston Area. Special Libraries, between 25-30 hours/week. Training supplied. Req: Previous indexing/abstracting experience or cataloging, knowledge of business terminology essential. Send resume to: Anne Fernald, Ballinger Data Base Publishing Co., 1660 Soldiers Field Rd., Boston MA 02135. (Boston Globe 10/19).

SUBSTITUTE SCHOOL LIBRARIAN: Must be eligible for Rhode Island certification as Teacher of Library Science. Contact: Mrs. Gretchen Bernier, Consultant for School Library-Media Services, Cranston Public Schools. Telephone 401-461-2342.

HEAD OF BRANCH PUBLIC LIBRARY: Functions also as school library in inner-city middle school. Staff of 3 plus school librarian. Requires city residency, joining union. Req: MLS plus 4 years experience. Salary: \$14,000+ (new salaries being negotiated). Challenging position. Send resume to: Miss Eileen O'Neill, New Haven Public Library, 133 ELM St., New Haven CT 06510, telephone 203-787-8137.



DEAN, UNIVERSITY LIBRARIES

Administrative responsibilities for libraries which serve three campuses of the University. Total collection of approximately 700,000 bound volumes; professional staff of 24 with 42 supporting staff members. Professional Librarians with faculty status. Close working relations with Faculty Senate Library Committee and academic departments. Very attractive living conditions in southern Rhode Island. Qualifications include MLS degree from an ALA accredited institution and at least five years experience in academic or research library services. Ph.D. also desirable. Position commences July 1, 1981. Deadline for applications is January 15, 1981, or until suitable candidate is found. Send resume and supporting information, including references to:

Heber W. Youngken, Ph.D., Chairman, Libraries Dean Search Committee, 133 Fogarty Hall
University of Rhode Island, Kingston, RI 02881

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CALENDAR

The RILA Calendar is maintained by Gaile DeStephano, at the Barrington Public Library. If you have a date for any event of library/media interest, please telephone it to Gaile DeStephano, at 245-3106, or mail it to her at the Barrington Public Library, County Rd., Barrington, RI 02806. All meetings listed here are open to interested members of the library community, except as noted.

- Nov. 13 RIEMA November meeting. "An overview of ERIC." 3:30 pm at RIJC, Warwick campus. Speaker: Marilyn Halpern, an ERIC representative. Contact Patti Folsom at 647-3377, or 647-3378.
- Nov. 17-23 Children's Book Week
- Nov. 17-18 Rhode Island Library Association/Annual Conference. Sheraton-Islander Inn, Newport, RI. Registration: Members, preregistered \$4 per day; Non-members, \$6 per day. Contact Kathleen Paroline, c/o Providence Public Library, 150 Empire St., Providence, RI 02903 for more information.
- Nov. 18 "Lobbying at the Local Level." Presented by the Honors program and visiting scholars committee of the University of Rhode Island and the Graduate Library School. Speaker: Gretchen Hammerstein, director Groton Public Library, Groton, Ct. Place: Rodman Hall, URI, Kingston, at 8:00 pm. For further information, contact Lee Bohnert at 792-2878 or 2947.
- Dec. 4 InfoEx 1980-81. "The Elderly, Report on the Governor's Conference" Department of State Library Services, 95 Davis St., Providence. Meeting starts at 10:00 am. Come at 9:30 for coffee. For more information, contact Peggy Shea at DSLS, 277-2726.



THE NELA CONNECTION BY Jan Sieburth

The New England Library Association Councilor represents the Rhode Island Library Association at NELA Executive Board meetings. About six times a year the Board meets at a central location to conduct the Association's business and hear reports of the 6 state representatives, 11 section representatives and 8 committee chairs. There may be more than 30 people who assemble to vote on funds, suggest actions or hear about activities of these diverse groups. State representatives serve as a vehicle of communication between their two executive boards.

Activities of committees and sections are climaxed by programs at the annual conference. "Answers for the 80's," the 1980 conference, presented some provocative views of the future as well as discussions of current concerns about AACR II, the handicapped and employment. In one of the first programs F.W. Lancaster discussed his vision of a paperless society in the 2000's. He challenged librarians to become "de-institutionalized" stating the "the book is not sacred, neither is the library." However, even with electronic delivery of information directly to the home, there will still be a need for a skilled information specialist if we are willing to become something other than just a person who works in a library. The audience didn't seem too enthusiastic about this view, but subsequent programs and demonstrations related to new technologies were well attended and showed that we certainly need to know about electronic applications.

Even representatives of the six New England state agencies discussed automation in their areas as part of an overview comparing services and cooperative networks. One of the most interesting meetings was devoted to the new Dartmouth online catalog based on their OCLC tapes. Students will soon be able to search the catalog by subject from their dormitories and eventually will also be able to determine if the item has been checked out. It is a simplified system which could be used by patrons in any public library without a manual as clear directions are given on the screen as you proceed.

Popular programs were available on video in the exhibit area, and you can borrow them to view at home from the New Hampshire Video Network. The approximately 100 displays are always a worthwhile component of the conference. Besides free pencils, bookmarks and bags, the newest machinery, book titles or library services can be found. At NELINET's display you could try out the SOURCE online. This information service can be delivered to a TV screen at home or next to the reference desk for the latest UPI news, electronic games,

travel reservations, income tax assistance or your daily horoscope.

Rhode Island is well represented at the conferences and in the committee structure of the organization. There is a committee or section for everyone's interests and if you would like to participate, contact the president, Norma Creaghe, Geisel Library, St. Anselm's College, Manchester, NH 03102.

NELA awards a scholarship of \$500 each year. This year it went to Germaine Ann McCarthy of Newport.

NELA's latest publication is the GENEALOGISTS' HANDBOOK FOR NEW ENGLAND RESEARCH. It is a guide to locations and service for materials from public agencies, libraries and pertinent societies. This \$3.50 guide and information about the organization can be obtained from the Executive Secretary, Lee MacDuffie, Upper Walpole Road, Walpole, NH 03608.

Mark September 21-23, 1981, on your calendar for next year's conference in Sturbridge, MA, and in case you didn't get to Wentworth-By-The-Sea this year, start planning for 1982! It's worth the trip.



RHODE ISLAND LIBRARY ASSOCIATION
ANNUAL CONFERENCE

November 17 and 18, 1980

Preliminary Program

Monday, November 17

8:30 - 3:30 Registration Exhibits open 8:30 am - 5:00 pm.

9:00 am - 10:00 am Public Access to Public Information

-- Speakers: David C. Heisser, Documents Librarian, Tufts University Library; Anna Tretter, Assistant U.S. Attorney, Civil Division, US Attorney's Office, Boston.

- The legal and professional viewpoints on Federal legislation relating to freedom of information, privacy and sunshine laws by the area's leading specialists.
- 9:00 am - 10:00 am Writing and Reading and Sharing Experience
- Speaker: Betty Miles, author of Maudie and Me and the Dirty Book and other well-known books for young people.
- 10:30 am - 12 noon Quest for Your Best
- Speaker: Betty-Carol Sellen, author of What Else You Can Do With a Library Degree
- Alternative careers for librarians.
- 10:30 am - 12 noon Questions and Answers: Cable TV and RI Libraries
- Speakers: Ron Heroux, NE Innovation Group; Mike Heines, NE Innovation Group; David Green, Times Mirror Cable TV; Dorothy Frechette, DSLs.
- A state of the art report from the RI Community Television Access Committee, and the competition.
- 12:00 - 1:00 pm LUNCHEON
- 1:00 pm - 2:00 pm Special Library Profiles
- Speakers: Carole Twombly, Keyes Associate President, SLA; Joseph Mehr, Providence Journal News Library; Jane Miner, Coastal Resources Library
- Sponsored by the Special Library Association, the panelists will illustrate the diversity and opportunities available in Rhode Island's special library community.
- 2:15 pm - 3:30 pm Legal Aspects of Interviewing
- Speaker: June Woolf, Personnel Director, Keyes Associates
- The speaker will be followed by various interview situations, role-played by members of the personnel committee.
- 2:30 pm - 3:30pm Teaching Library Skills the Painless Ways
- Speaker: Linda Aldric, School Librarian
- Co-sponsored by the Rhode Island Educational Media Association.
- 3:45 pm - 5:00 pm The Political Process: A Discussion with Rhode Island Legislators
- Panel: Sen. Irene P. Smith (D); Sen. Robert

Janes (R); Sen. Robert J. McKenna (D);
Rep. Robert S. Tucker (D); Rep. Victoria
Lederberg (D)

-- Presented by the Government Relations Committee.

4:00 pm - 5:00 pm

Who Decides What Children Read?

-- Speaker: Dr. Joan Glazer, Professor of Elementary
Education, Rhode Island College

MEMBERSHIP COCKTAIL PARTY - AMERICA'S CUP ROOM

Tuesday, November 18

8:30 am - 2:00 pm Registration

9:00 am - 10:00 am Marketing Library Services for Wider Use, Greater Support

-- Speaker: Alice Norton, owner/operator, Alice
Norton Public Relations

9:00 am - 10:30 am

The Planning Process for Libraries

-- Speaker: Robert Rohlf, President, Public
Library Association, Director, Hennepin County
Library

-- Long involved in the development of this new
method of evaluating library performance,
Mr. Rohlf will explain its operation in detail.
To be followed by a report from RILA's Ad
Hoc Committee on Standards.

11:00am - 12:00 noon BUSINESS MEETING

12:00 noon - 1:30 pm LUNCHEON

1:30 pm - 3:00 pm

In Your Own Image: Making a Slide/Tape Program with Local
Resources

-- The Public Relations Committee will detail
the production of slide/tape shows, with
illustrations of other local programs and a
panel drawn from resource agencies.

1:30 pm - 3:00 pm

Lessons in Literacy: Tutoring Adult Non-Readers

-- Panel: Dr. Marilyn Eanet, Director; Barbara
Goldstein, Co-Director; Kathy Hayes, Adult
Reading Academy, RI College; Julie Stone,
Director, Connecticut Literacy Volunteers of
America; Stanford Warshasky, Director,
Silas Bronson Library, Waterbury CT

3:30 pm - 5:00 pm

Library Service for Rhode Island in the 80's

-- A report from the Planning Conference on
future priorities for Rhode Island's libraries.

3:30 pm - 5:00 pm

Research Library Information Network: A New System

- Speaker: Barbra Higginbotham, Columbia University Libraries
- An introduction to RLIN, as the RLG System enters our state.



PRIORITIES FOR RHODE ISLAND LIBRARY SERVICE IN THE EIGHTIES

Priorities for library service in Rhode Island in the eighties was the topic of discussion at a two-day conference, held at the Alton-Jones Conference Center of the Univ. of Rhode Island on October 27 and 28. The conference attendees developed the list of priorities, after screening the library resolutions presented at the Rhode Island Governor's Conference of April 1979, and the White House Conference of November, 1979.

Made possible by a grant from the Rhode Island Department of State Library Services, the Conference was planned by a Steering Committee composed of Daniel Bergen, U. of Rhode Island; Louise Blalock, Barrington Public Library; Bruce Daniels, Department of State Library Services; Barbara Gifford, Winman Junior High School; Bernie Schlessinger, U. of Rhode Island; Jim Schmidt, Brown Univ. Libraries; and Earl Schwass, Naval War College Library.

The Steering Committee members were joined by nineteen invited library leaders in the state, and by twelve persons serving as resources in six areas of concern: General User Services; Services to Users with Special Needs; Funding and Governance; Resource Sharing; Non-Print Media and Communications; and Public Relations, Marketing and the Political Process.

The report of the conference will be submitted to the Department of State Library Services, the Advisory Board to the Department of State Library Services, and the Governor's office for action as they see fit. It will also be sent for review to the professional library organizations in the state. A report will also be made at the RILA Annual Conference, on Tuesday, November 18 at 3:30 pm.

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